

# PERAC AUDIT REPORT



Fairhaven Contributory Retirement System

JAN. 1, 2004 - DEC. 31, 2006



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# PERAC

COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

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JOSEPH E. CONNARTON, *Executive Director*

September 20, 2007

The Public Employee Retirement Administration Commission has completed an examination of the Fairhaven Retirement System pursuant to G.L. c. 32, § 21. The examination covered the period from January 1, 2004 to December 31, 2006. This audit was conducted in accordance with the accounting and management standards established by the Public Employee Retirement Administration Commission, in regulation 840 CMR 25.00. Additionally, all supplementary regulations approved by PERAC and on file at PERAC are listed in this report.

In our opinion the financial records are being maintained and the management functions are being performed in conformity with the standards established by the Public Employee Retirement Administration Commission, with the exception of those noted in the findings presented in this report.

In closing, I acknowledge the work of examiner Mary Dundas who conducted this examination, and express appreciation to the Board of Retirement and staff for their courtesy and cooperation.

Sincerely,



Joseph E. Connarton  
Executive Director



## EXPLANATION OF FINDINGS AND RECOMMENDATIONS

### **I. Board Attendance:**

A review of meeting attendance by Board members revealed three members with significant absenteeism during the audit period. A member missed 42% of the meetings held in 2005 and 67% of those held in 2006. Another member's absenteeism rate was 25% in 2005 and 42% in 2006. A third member's absentee rates were 42% in 2004 and 25% in 2005. As a result, of the thirty-six meetings held between January 2004 and December 2006, the full Board (of either four or five members) was present at only nine of those meetings, or 25% of the time. The result is an attendance rate for several Board members well below the seventy-five percent minimum considered reasonable for each of the three years evaluated. Such a level of absenteeism is considered excessive.

**Recommendation:** Attendance at Board meetings is an obligation that must be fulfilled by all Board members. It is the Board's responsibility to counsel members who do not regularly attend meetings that they jeopardize their fiduciary duty to the retirement system. The Board should consider adjusting the schedule of Board meetings in order to better accommodate its members. In extreme conditions, it may be necessary to take appropriate action with members who fail to maintain minimum attendance requirements.

### **Board Response:**

The Board has changed the day of the meetings in order for all members to attend and agreed to change the date if a member is unable to attend a particular meeting making it beneficial for all members.

### **FINAL DETERMINATION:**

***PERAC Audit staff will follow up in six (6) months to ensure appropriate actions have been taken regarding all findings.***

# STATEMENT OF LEDGER ASSETS AND LIABILITIES

AS OF DECEMBER 31,			
	2006	2005	2004
<b>Net Assets Available for Benefits:</b>			
Cash	\$408,968	\$842,277	\$0
PRIT Cash Fund	401	5,221	30,122
PRIT Core Fund	35,031,902	30,567,443	27,237,771
Interest Due and Accrued	0	0	0
Accounts Receivable	946,001	133,185	922,705
Less: Accounts Payable	0	0	17,511
<b>Total</b>	<u>\$36,387,272</u>	<u>\$31,548,125</u>	<u>\$28,173,087</u>
<b>Fund Balances:</b>			
Annuity Savings Fund	\$7,699,606	\$7,170,984	\$6,712,555
Annuity Reserve Fund	2,769,531	2,852,749	2,802,626
Pension Fund	175,066	556,074	858,556
Military Service Fund	1,213	1,206	1,199
Expense Fund	0	0	0
Pension Reserve Fund	25,741,855	20,967,112	17,798,151
<b>Total</b>	<u>\$36,387,272</u>	<u>\$31,548,125</u>	<u>\$28,173,087</u>

## STATEMENT OF CHANGES IN FUND BALANCES

	Annuity Savings Fund	Annuity Reserve Fund	Pension Fund	Military Service Fund	Expense Fund	Pension Reserve Fund	Total All Funds
Beginning Balance ( 2004)	\$6,206,320	\$2,733,327	\$1,084,913	\$1,192	\$0	\$14,584,297	\$24,610,049
Receipts	854,325	87,848	1,718,851	7	173,839	3,213,839	6,048,709
Inter Fund Transfers	(272,768)	272,753	0	0	0	15	(0)
Disbursements	(75,321)	(291,303)	(1,945,208)	0	(173,839)	0	(2,485,671)
Ending Balance (2004)	<u>\$6,712,555</u>	<u>\$2,802,626</u>	<u>\$858,556</u>	<u>\$1,199</u>	<u>\$0</u>	<u>\$17,798,151</u>	<u>\$28,173,087</u>
Receipts	946,398	85,041	1,770,384	7	244,243	3,168,960	6,215,033
Inter Fund Transfers	(277,384)	277,384	0	0	0	0	0
Disbursements	(210,584)	(312,302)	(2,072,865)	0	(244,243)	0	(2,839,995)
Ending Balance (2005)	<u>\$7,170,984</u>	<u>\$2,852,749</u>	<u>\$556,074</u>	<u>\$1,206</u>	<u>\$0</u>	<u>\$20,967,112</u>	<u>\$31,548,125</u>
Receipts	897,971	82,865	1,853,186	7	269,788	4,774,517	7,878,334
Inter Fund Transfers	(155,271)	159,335	(4,290)	0	0	226	0
Disbursements	(214,078)	(325,417)	(2,229,904)	0	(269,788)	0	(3,039,188)
Ending Balance (2006)	<u>\$7,699,606</u>	<u>\$2,769,531</u>	<u>\$175,066</u>	<u>\$1,213</u>	<u>\$0</u>	<u>\$25,741,855</u>	<u>\$36,387,272</u>

# STATEMENT OF RECEIPTS

FOR THE PERIOD ENDING DECEMBER 31,			
	2006	2005	2004
<b>Annuity Savings Fund:</b>			
Members Deductions	\$836,002	\$789,056	\$768,584
Transfers from Other Systems	9,898	114,271	43,611
Member Make Up Payments and Re-deposits	9,898	4,012	5,746
Investment Income Credited to Member Accounts	<u>42,174</u>	<u>39,059</u>	<u>36,384</u>
Sub Total	<u>897,971</u>	<u>946,398</u>	<u>854,325</u>
<b>Annuity Reserve Fund:</b>			
Investment Income Credited to the Annuity Reserve Fund	<u>82,865</u>	<u>85,041</u>	<u>87,848</u>
<b>Pension Fund:</b>			
3(8)(c) Reimbursements from Other Systems	42,822	38,624	27,792
Received from Commonwealth for CoLA and Survivor Benefits	96,836	93,369	122,757
Pension Fund Appropriation	<u>1,713,527</u>	<u>1,638,391</u>	<u>1,568,301</u>
Sub Total	<u>1,853,186</u>	<u>1,770,384</u>	<u>1,718,851</u>
<b>Military Service Fund:</b>			
Investment Income Credited to the Military Service Fund	<u>7</u>	<u>7</u>	<u>7</u>
Sub Total	<u>7</u>	<u>7</u>	<u>7</u>
<b>Expense Fund:</b>			
Investment Income Credited to the Expense Fund	<u>269,788</u>	<u>244,243</u>	<u>173,839</u>
Sub Total	<u>269,788</u>	<u>244,243</u>	<u>173,839</u>
<b>Pension Reserve Fund:</b>			
Federal Grant Reimbursement	15,144	33,850	34,620
Interest Not Refunded	1,672	1,946	377
Excess Investment Income	<u>4,757,701</u>	<u>3,133,164</u>	<u>3,178,842</u>
Sub Total	<u>4,774,517</u>	<u>3,168,960</u>	<u>3,213,839</u>
<b>Total Receipts</b>	<u>\$7,878,334</u>	<u>\$6,215,033</u>	<u>\$6,048,709</u>

# STATEMENT OF DISBURSEMENTS

FOR THE PERIOD ENDING DECEMBER 31,			
	2006	2005	2004
<b>Annuity Savings Fund:</b>			
Refunds to Members	\$147,359	\$106,776	\$24,809
Transfers to Other Systems	<u>66,719</u>	<u>103,808</u>	<u>50,512</u>
Sub Total	<u>214,078</u>	<u>210,584</u>	<u>75,321</u>
<b>Annuity Reserve Fund:</b>			
Annuities Paid	325,417	312,302	283,523
Option B Refunds	<u>0</u>	<u>0</u>	<u>7,780</u>
Sub Total	<u>325,417</u>	<u>312,302</u>	<u>291,303</u>
<b>Pension Fund:</b>			
Pensions Paid:			
Regular Pension Payments	1,640,882	1,543,480	1,227,264
Survivorship Payments	43,300	41,753	43,563
Ordinary Disability Payments	46,774	45,694	39,001
Accidental Disability Payments	281,068	275,098	235,679
Accidental Death Payments	68,358	68,798	61,233
Section 101 Benefits	20,666	27,699	11,085
3(8)(c) Reimbursements to Other Systems	128,856	70,343	48,444
State Reimbursable COLA's Paid	<u>0</u>	<u>0</u>	<u>278,939</u>
Sub Total	<u>2,229,904</u>	<u>2,072,865</u>	<u>1,945,208</u>
<b>Military Service Fund:</b>			
Return to Municipality for Members Who Withdrew Their Funds	<u>0</u>	<u>0</u>	<u>0</u>
<b>Expense Fund:</b>			
Board Member Stipend	0	0	3,500
Salaries	52,340	51,885	43,848
Travel Expenses	489	641	300
Administrative Expenses	10,916	13,467	10,892
Furniture and Equipment	3,850	0	9,461
Management Fees	190,746	157,541	103,889
Consultant Fees	0	7,750	0
Service Contracts	9,406	10,847	0
Fiduciary Insurance	<u>2,041</u>	<u>2,111</u>	<u>1,949</u>
Sub Total	<u>269,788</u>	<u>244,243</u>	<u>173,839</u>
<b>Total Disbursements</b>	<u><b>\$3,039,188</b></u>	<u><b>\$2,839,995</b></u>	<u><b>\$2,485,671</b></u>



# INVESTMENT INCOME

FOR THE PERIOD ENDING DECEMBER 31,			
	2006	2005	2004
<b>Investment Income Received From:</b>			
Cash	\$5,648	\$3,861	\$3,642
Pooled or Mutual Funds	<u>1,106,972</u>	<u>939,335</u>	<u>842,963</u>
<b>Total Investment Income</b>	<u>1,112,619</u>	<u>943,196</u>	<u>846,605</u>
<b>Plus:</b>			
Realized Gains	2,247,895	1,763,558	1,662,094
Unrealized Gains	<u>3,034,504</u>	<u>2,952,907</u>	<u>2,340,035</u>
Sub Total	<u>5,282,400</u>	<u>4,716,466</u>	<u>4,002,129</u>
<b>Less:</b>			
Unrealized Loss	<u>1,242,484</u>	<u>2,158,148</u>	<u>1,371,814</u>
Sub Total	<u>1,242,484</u>	<u>2,158,148</u>	<u>1,371,814</u>
<b>Net Investment Income</b>	<u>5,152,535</u>	<u>3,501,514</u>	<u>3,476,920</u>
<b>Income Required:</b>			
Annuity Savings Fund	42,174	39,059	36,384
Annuity Reserve Fund	82,865	85,041	87,848
Military Service Fund	7	7	7
Expense Fund	<u>269,788</u>	<u>244,243</u>	<u>173,839</u>
<b>Total Income Required</b>	<u>394,834</u>	<u>368,350</u>	<u>298,078</u>
Net Investment Income	<u>5,152,535</u>	<u>3,501,514</u>	<u>3,476,920</u>
Less: Total Income Required	<u>394,834</u>	<u>368,350</u>	<u>298,078</u>
<b>Excess Income To The Pension Reserve Fund</b>	<u>\$4,757,701</u>	<u>\$3,133,164</u>	<u>\$3,178,842</u>

# SCHEDULE OF ALLOCATION OF INVESTMENTS OWNED

(percentages by category)

AS OF DECEMBER 31, 2006			
	MARKET VALUE	PERCENTAGE OF TOTAL ASSETS	PERCENTAGE ALLOWED
Cash	\$408,968	1.15%	100%
PRIT Cash Fund	401	0.00%	100%
PRIT Core Fund	<u>35,031,902</u>	<u>98.84%</u>	100%
<b>Grand Total</b>	<u>\$35,441,271</u>	<u>100.00%</u>	

For the year ending December 31, 2006, the rate of return for the investments of the Fairhaven Retirement System was 16.69%. For the five-year period ending December 31, 2006, the rate of return for the investments of the Fairhaven Retirement System averaged 11.56%. For the twenty-two-year period ending December 31, 2006, since PERAC began evaluating the returns of the retirement systems, the rate of return on the investments of the Fairhaven Retirement System was 11.15%.

## SUPPLEMENTARY INVESTMENT REGULATIONS

The Fairhaven Retirement System has no supplemental investment regulations.

Pursuant to the authority vested in the Commission under G.L. c. 7, § 50, the Fairhaven Retirement Board's supplemental regulation regarding Authorization for Travel and Travel Related Expenditures was approved on July 17, 2002. Copies are available upon request.

# NOTES TO FINANCIAL STATEMENTS

## NOTE I – SUMMARY OF PLAN PROVISIONS

The plan is a contributory defined benefit plan covering all Fairhaven Retirement System member unit employees deemed eligible by the retirement board, with the exception of school department employees who serve in a teaching capacity. The Teachers' Retirement Board administers the pensions of such school employees.

### ADMINISTRATION

There are 106 contributory Retirement Systems for public employees in Massachusetts. Each system is governed by a retirement board, and all boards, although operating independently, are governed by Chapter 32 of the Massachusetts General Laws. This law in general provides uniform benefits, uniform contribution requirements, and a uniform accounting and funds structure for all systems.

### PARTICIPATION

Participation is mandatory for all full-time employees. Eligibility with respect to part-time, provisional, temporary, seasonal, or intermittent employment is governed by regulations promulgated by the retirement board, and approved by PERAC. Membership is optional for certain elected officials.

There are 3 classes of membership in the Retirement System:

#### **Group 1:**

General employees, including clerical, administrative, technical, and all other employees not otherwise classified.

#### **Group 2:**

Certain specified hazardous duty positions.

#### **Group 4:**

Police officers, firefighters, and other specified hazardous positions.

## NOTES TO FINANCIAL STATEMENTS (Continued)

### MEMBER CONTRIBUTIONS

Member contributions vary depending on the most recent date of membership:

Prior to 1975:	5% of regular compensation
1975 - 1983:	7% of regular compensation
1984 to 6/30/96:	8% of regular compensation
7/1/96 to present:	9% of regular compensation
1979 to present:	an additional 2% of regular compensation in excess of \$30,000.

### RATE OF INTEREST

Interest on regular deductions made after January 1, 1984 is a rate established by PERAC in consultation with the Commissioner of Banks. The rate is obtained from the average rates paid on individual savings accounts by a representative sample of at least 10 financial institutions.

### RETIREMENT AGE

The mandatory retirement age for some Group 2 and Group 4 employees is age 65. Most Group 2 and Group 4 members may remain in service after reaching age 65. Group 4 members who are employed in certain public safety positions are required to retire at age 65. There is no mandatory retirement age for employees in Group 1.

### SUPERANNUATION RETIREMENT

A member is eligible for a superannuation retirement allowance (service retirement) upon meeting the following conditions:

- completion of 20 years of service, or
- attainment of age 55 if hired prior to 1978, or if classified in Group 4, or
- attainment of age 55 with 10 years of service, if hired after 1978, and if classified in Group 1 or 2

## NOTES TO FINANCIAL STATEMENTS (Continued)

### AMOUNT OF BENEFIT

A member's annual allowance is determined by multiplying average salary by a benefit rate related to the member's age and job classification at retirement, and the resulting product by his creditable service. The amount determined by the benefit formula cannot exceed 80% of the member's highest three year average salary. For veterans as defined in G.L. c. 32, § 1, there is an additional benefit of \$15 per year for each year of creditable service, up to a maximum of \$300.

- Salary is defined as gross regular compensation.
- Average Salary is the average annual rate of regular compensation received during the 3 consecutive years that produce the highest average, or, if greater, during the last three years (whether or not consecutive) preceding retirement.
- The Benefit Rate varies with the member's retirement age, but the highest rate of 2.5% applies to Group 1 employees who retire at or after age 65, Group 2 employees who retire at or after age 60, and to Group 4 employees who retire at or after age 55. A .1% reduction is applied for each year of age under the maximum age for the member's group. For Group 2 employees who terminate from service under age 55, the benefit rate for a Group 1 employee shall be used.

### DEFERRED VESTED BENEFIT

A participant who has completed 10 or more years of creditable service is eligible for a deferred vested retirement benefit. Elected officials and others who were hired prior to 1978 may be vested after 6 years in accordance with G.L. c. 32, § 10.

The participant's accrued benefit is payable commencing at age 55, or the completion of 20 years, or may be deferred until later at the participant's option.

### WITHDRAWAL OF CONTRIBUTIONS

Member contributions may be withdrawn upon termination of employment. Employees who first become members on or after January 1, 1984, may receive only limited interest on their contributions if they voluntarily terminate their service. Those who leave service with less than 5 years receive no interest; those who leave service with greater than 5 but less than 10 years receive 50% of the interest credited.

## NOTES TO FINANCIAL STATEMENTS (Continued)

### DISABILITY RETIREMENT

The Massachusetts Retirement Plan provides 2 types of disability retirement benefits:

#### ORDINARY DISABILITY

**Eligibility:** Non-veterans who become totally and permanently disabled by reason of a non-job related condition with at least 10 years of creditable service (or 15 years creditable service in systems in which the local option contained in G.L. c. 32, § 6(1) has not been adopted).

Veterans with ten years of creditable service who become totally and permanently disabled by reason of a non-job related condition prior to reaching “maximum age”.

**Retirement Allowance:** Equal to the accrued superannuation retirement benefit as if the member was age 55. If the member is a veteran, the benefit is 50% of the member’s final rate of salary during the preceding 12 months, plus an annuity based upon accumulated member contributions plus credited interest. If the member is over age 55, he or she will receive not less than the superannuation allowance to which he or she is entitled.

#### ACCIDENTAL DISABILITY

**Eligibility:** Applies to members who become permanently and totally unable to perform the essential duties of the position as a result of a personal injury sustained or hazard undergone while in the performance of duties. There are no minimum age or service requirements.

**Retirement Allowance:** 72% of salary plus an annuity based on accumulated member contributions, with interest. This amount is not to exceed 100% of pay. For those who became members in service after January 1, 1988 or who have not been members in service continually since that date, the amount is limited to 75% of pay. There is an additional pension of \$611.28 per year (or \$312.00 per year in systems in which the local option contained in G.L. c. 32, § 7(2)(a)(iii) has not been adopted), per child who is under 18 at the time of the member’s retirement, with no age limitation if the child is mentally or physically incapacitated from earning. The additional pension may continue up to age 22 for any child who is a full time student at an accredited educational institution.

## NOTES TO FINANCIAL STATEMENTS (Continued)

### ACCIDENTAL DEATH

**Eligibility:** Applies to members who die as a result of a work-related injury or if the member was retired for accidental disability and the death was the natural and proximate result of the injury or hazard undergone on account of which such member was retired.

**Allowance:** An immediate payment to a named beneficiary equal to the accumulated deductions at the time of death, plus a pension equal to 72% of current salary and payable to the surviving spouse, dependent children or the dependent parent, plus a supplement of \$312 per year, per child, payable to the spouse or legal guardian until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.

The surviving spouse of a member of a police or fire department or any corrections officer who, under specific and limited circumstances detailed in the statute, suffers an accident and is killed or sustains injuries resulting in his death, may receive a pension equal to the maximum salary for the position held by the member upon his death.

In addition, an eligible family member may receive a one time payment of \$100,000.00 from the State Retirement Board.

### DEATH AFTER ACCIDENTAL DISABILITY RETIREMENT

Effective November 7, 1996, Accidental Disability retirees were allowed to select Option C at retirement and provide a benefit for an eligible survivor. For Accidental Disability retirees prior to November 7, 1996, who could not select Option C, if the member's death is from a cause unrelated to the condition for which the member received accidental disability benefits, a surviving spouse will receive an annual allowance of \$6,000.

### DEATH IN ACTIVE SERVICE

**Allowance:** An immediate allowance equal to that which would have been payable had the member retired and elected Option C on the day before his or her death. For death occurring prior to the member's superannuation retirement age, the age 55 benefit rate is used. The minimum annual allowance payable to the surviving spouse of a member in service who dies with at least two years of creditable service is \$3,000, provided that the member and the spouse were married for at least one year and living together on the member's date of death.

The surviving spouse of such a member in service receives an additional allowance equal to the sum of \$1,440 per year for the first child, and \$1,080 per year for each additional child until all dependent children reach age 18 or 22 if a full time student, unless mentally or physically incapacitated.



## NOTES TO FINANCIAL STATEMENTS (Continued)

### COST OF LIVING

If a system has accepted Chapter 17 of the Acts of 1997, and the Retirement Board votes to pay a cost of living increase for that year, the percentage is determined based on the increase in the Consumer Price Index used for indexing Social Security benefits, but cannot exceed 3.0%. Section 51 of Chapter 127 of the Acts of 1999, if accepted, allows boards to grant COLA increases greater than that determined by CPI but not to exceed 3.0%. The first \$12,000 of a retiree's total allowance is subject to a cost-of-living adjustment. The total Cost-of-Living adjustment for periods from 1981 through 1996 is paid for by the Commonwealth of Massachusetts.

### METHODS OF PAYMENT

A member may elect to receive his or her retirement allowance in one of 3 forms of payment.

**Option A:** Total annual allowance, payable in monthly installments, commencing at retirement and terminating at the member's death.

**Option B:** A reduced annual allowance, payable in monthly installments, commencing at retirement and terminating at the death of the member, provided, however, that if the total amount of the annuity portion received by the member is less than the amount of his or her accumulated deductions, including interest, the difference or balance of his accumulated deductions will be paid in a lump sum to the retiree's beneficiary or beneficiaries of choice.

**Option C:** A reduced annual allowance, payable in monthly installments, commencing at retirement. At the death of the retired employee, 2/3 of the allowance is payable to the member's designated beneficiary (who may be the spouse, or former spouse who remains unmarried for a member whose retirement becomes effective on or after February 2, 1992, child, parent, sister, or brother of the employee) for the life of the beneficiary. For members who retired on or after January 12, 1988, if the beneficiary pre-deceases the retiree, the benefit payable increases (or "pops up") based on the factor used to determine the Option C benefit at retirement. For members who retired prior to January 12, 1988, if the System has accepted Section 288 of Chapter 194 of the Acts of 1998 and the beneficiary pre-deceases the retiree, the benefit payable "pops up" in the same fashion. The Option C became available to accidental disability retirees on November 7, 1996.

## NOTES TO FINANCIAL STATEMENTS (Continued)

### ALLOCATION OF PENSION COSTS

If a member's total creditable service was partly earned by employment in more than one retirement system, the cost of the "pension portion" is allocated between the different systems pro rata based on the member's service within each retirement system.

## NOTES TO FINANCIAL STATEMENTS (Continued)

### NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

The accounting records of the System are maintained on a calendar year basis in accordance with the standards and procedures established by the Public Employee Retirement Administration Commission.

The Annuity Savings Fund is the fund in which members' contributions are deposited. Voluntary contributions, re-deposits, and transfers to and from other systems, are also accounted for in this fund. Members' contributions to the fund earn interest at a rate determined by PERAC. Interest for some members who withdraw with less than ten years of service is transferred to the Pension Reserve Fund. Upon retirement, members' contributions and interest are transferred to the Annuity Reserve Fund. Dormant account balances must be transferred to the Pension Reserve Fund after a period of ten years of inactivity.

The Annuity Reserve Fund is the fund to which a member's account is transferred upon retirement from the Annuity Savings Fund and Special Military Service Credit Fund. The annuity portion of the retirement allowance is paid from this fund. Interest is credited monthly to this fund at the rate of 3% annually on the previous month's balance.

The Special Military Service Credit Fund contains contributions and interest for members while on a military leave for service in the Armed Forces who will receive creditable service for the period of that leave.

The Expense Fund contains amounts transferred from investment income for the purposes of administering the retirement system.

The Pension Fund contains the amounts appropriated by the governmental units as established by PERAC to pay the pension portion of each retirement allowance.

The Pension Reserve Fund contains amounts appropriated by the governmental units for the purposes of funding future retirement benefits. Any profit or loss realized on the sale or maturity of any investment or on the unrealized gain of a market valued investment as of the valuation date is credited to the Pension Reserve Fund. Additionally, any investment income in excess of the amount required to credit interest to the Annuity Savings Fund, Annuity Reserve Fund, and Special Military Service Credit Fund is credited to this Reserve account.

The Investment Income Account is credited with all income derived from interest and dividends of invested funds. At year-end the interest credited to the Annuity Savings Fund, Annuity Reserve Fund, Expense Fund, and Special Military Service Credit Fund is distributed from this account and the remaining balance is transferred to the Pension Reserve Fund.

## NOTES TO FINANCIAL STATEMENTS (Continued)

### NOTE 3 - SUPPLEMENTARY MEMBERSHIP REGULATIONS

The Fairhaven Retirement System submitted the following supplementary membership regulations, which were approved by PERAC on:

September 9, 1993

#### Buy-Backs

The period of time over which members may buy-back prior service is increased to seven years.

September 8, 1989

#### Creditable Service

Any individual employed in a part-time, temporary, seasonal or intermittent capacity, working less than 20 hours per week, shall not be eligible to join the retirement system until they become a permanent employee of the Town of Fairhaven, working 20 hours or more per week. If at this time they wish to pay back into the system for previous time worked, they may do so and their creditable service would be formulated by prorating the part-time work to that of a full-time position.

May 18, 1989

#### Membership (Amended September 8, 1989)

Any individual employed in a part-time, temporary, seasonal or intermittent capacity, working less than 20 hours per week shall not be eligible to join the Retirement System until they become a permanent employee of the Town of Fairhaven, working more than 20 hours per week.

## NOTES TO FINANCIAL STATEMENTS (Continued)

## NOTE 4 - ADMINISTRATION OF THE SYSTEM

The System is administered by a five-person Board of Retirement consisting of the Town Accountant, who shall be a member ex-officio, a second member appointed by the governing authority, a third and fourth member who shall be elected by the members in or retired from the service of such System, and a fifth member appointed by the other four Board members.

Ex-officio Member: Anne Carreiro

Appointed Member: Jeffrey Osuch                      Term Expires: indefinite

Elected Member: Earl Faunce Term Expires: 2/1/08

Elected Member: Joyce Shepard Term Expires: 1/7/10

Appointed Member: Christine Tetreault      Term Expires: 7/1/09

The Board members are required to meet at least once a month. The Board must keep a record of all of its proceedings. The Board must annually submit to the appropriate authority an estimate of the expenses of administration and cost of operation of the System. The Board must annually file a financial statement of condition for the system with the Executive Director of PERAC.

The investment of the System's funds is the responsibility of the Board. All retirement allowances must be approved by the Retirement Board and are then submitted to the PERAC Actuary for verification prior to payment. All expenses incurred by the System must be approved by at least two members of the Board.

The following Retirement Board members and employees are bonded by an authorized agent representing a company licensed to do business in Massachusetts as follows:

Treasurer - Custodian:	)	MACRS policy:
Ex-officio Member:	)	
Elected Member:	)	\$ 1,000,000 Fidelity Bond
Appointed Member:	)	\$ 50,000,000 Fiduciary Liability
Staff Employee:	)	

## NOTES TO FINANCIAL STATEMENTS (Continued)

### NOTE 5 - ACTUARIAL VALUATION AND ASSUMPTIONS

The most recent actuarial valuation of the System was prepared by Stone Consulting, Inc. as of January 1, 2005.

The actuarial liability for active members was	\$19,670,028
The actuarial liability for retired members was (includes inactive members)	<u>20,550,910</u>
The total actuarial liability was	40,220,938
System assets as of that date were	<u>28,173,087</u>
The unfunded actuarial liability was	<u>\$12,047,851</u>
The ratio of System assets to total actuarial liability was	70.0%
As of that date the total covered employee payroll was	\$9,240,237

The normal cost for employees on that date was 8.3% of payroll

The normal cost for the employer was 4.1% of payroll

The principal actuarial assumptions used in the valuation are as follows:

Investment Return: 8.0% per annum  
 Rate of Salary Increase: 5.0% per annum

#### GASB STATEMENT NO. 25, DISCLOSURE INFORMATION AS OF:

Actuarial Valuation Date	Actuarial Value of Assets ( a )	Actuarial Accrued Liability ( b )	Unfunded AAL (UAAL) ( b-a )	Funded Ratio ( a/b )	Covered Payroll ( c )	UAAL as a % of Cov. Payroll ( (b-a)/c )
1/1/2005	\$28,173,087	\$40,220,938	\$12,047,851	70.0%	\$9,240,237	130.4%
1/1/2002	\$21,234,542	\$31,482,821	\$10,248,279	67.4%	\$8,178,898	125.3%
1/1/2000	\$21,947,886	\$28,380,946	\$6,433,060	77.3%	\$7,265,617	88.5%

## NOTES TO FINANCIAL STATEMENTS (Continued)

### NOTE 6 - MEMBERSHIP EXHIBIT

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Retirement in Past Years</b>										
Superannuation	4	6	5	5	6	12	17	7	4	4
Ordinary Disability	0	1	0	0	0	1	0	0	0	0
Accidental Disability	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>3</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
<b>Total Retirements</b>	<u>4</u>	<u>7</u>	<u>5</u>	<u>6</u>	<u>9</u>	<u>13</u>	<u>17</u>	<u>7</u>	<u>4</u>	<u>5</u>
Total Retirees, Beneficiaries and Survivors	146	149	148	151	155	164	179	177	176	175
Total Active Members	273	296	302	290	309	298	302	329	313	308
<b>Pension Payments</b>										
Superannuation	\$638,020	\$665,271	\$711,018	\$809,628	\$844,867	\$987,166	\$1,313,969	\$1,227,264	\$1,543,480	\$1,640,882
Survivor/Beneficiary Payments	22,762	22,142	24,026	23,712	25,449	26,248	54,817	43,563	41,753	43,300
Ordinary Disability	23,050	35,054	33,386	23,050	23,050	40,018	42,732	39,001	45,694	46,774
Accidental Disability	160,398	149,022	150,251	180,357	200,033	239,058	246,541	235,679	275,098	281,068
Other	<u>253,574</u>	<u>272,673</u>	<u>281,057</u>	<u>307,190</u>	<u>308,105</u>	<u>329,970</u>	<u>221,184</u>	<u>399,701</u>	<u>166,840</u>	<u>217,879</u>
<b>Total Payments for Year</b>	<u>\$1,097,803</u>	<u>\$1,144,161</u>	<u>\$1,199,739</u>	<u>\$1,343,936</u>	<u>\$1,401,504</u>	<u>\$1,622,460</u>	<u>\$1,879,243</u>	<u>\$1,945,208</u>	<u>\$2,072,865</u>	<u>\$2,229,904</u>

PERAC

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